
JANUARY 5, 2022

AcqDemo Authority Extended

On December 27, 2021, President Biden signed the National Defense Authorization Act (NDAA) for Fiscal Year 2022 into law. The NDAA extends AcqDemo through December 31, 2026. For the past 22 years AcqDemo has received numerous temporary extensions so this latest extension follows suit.

By extending the AcqDemo authority allows continuation of one of the highest-rated civilian personnel systems in DoD. The authority extension has been a high priority for DoD senior acquisition leaders. Continuation ensures use of a top-rated contribution-based personnel system tailored for and providing a variety of personnel flexibilities for civilian professionals executing DoD's acquisition mission.

Flexibilities include:

- Simplified grade structure with three career paths and four broadbands vs. the GS 15 Grades/10 Steps allows easy movement through the band without competition;
- Direct Hire Authorities that expedite the hiring process;
- Pay Setting flexibilities allow recruitment of top talent; and
- Employee compensation is tied to contribution to the mission and value of the position versus longevity.

Expansion of AcqDemo has been a consistent strategic acquisition workforce objective. The extension through 2026 provides confidence to those acquisition organization considering converting to AcqDemo.